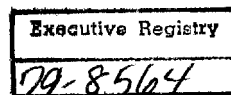
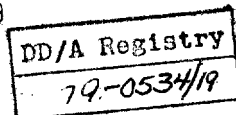


15 OCT 1979



MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Harry E. Fitzwater
Director of Personnel

SUBJECT: Clarification of Initial Conversion Levels of
"Higher Point" GS-16's to New SIS Positions

1. Action Requested: That you approve the proposal contained in paragraph 3.
2. Background: On page 9 of the recently issued SIS brochure the Current Position Level block shows the proposed initial conversion of GS-17 and "Higher Point" GS-16's and SPS Equivalent officers to SIS-3. The category of "higher point GS-16's" was included in earlier drafts of the staff proposals, and through oversight, survived to the final Sub-System 3, which you approved on 27 September 1979. We had fully intended to delete this category from SIS-3 because:
 - a. The new system already provides for dividing GS-16 and SPS equivalent positions between the new SIS-2 and SIS-1 levels.
 - b. It would be most difficult, and perhaps counter-productive to our efforts in getting the SIS system off to a positive start, to try to further differentiate among various "higher point" GS-16 positions and their SPS equivalents.
 - c. It would require a lengthy examination by our Position Management and Compensation Division of each GS-16 position in order to identify the "higher point" positions.